

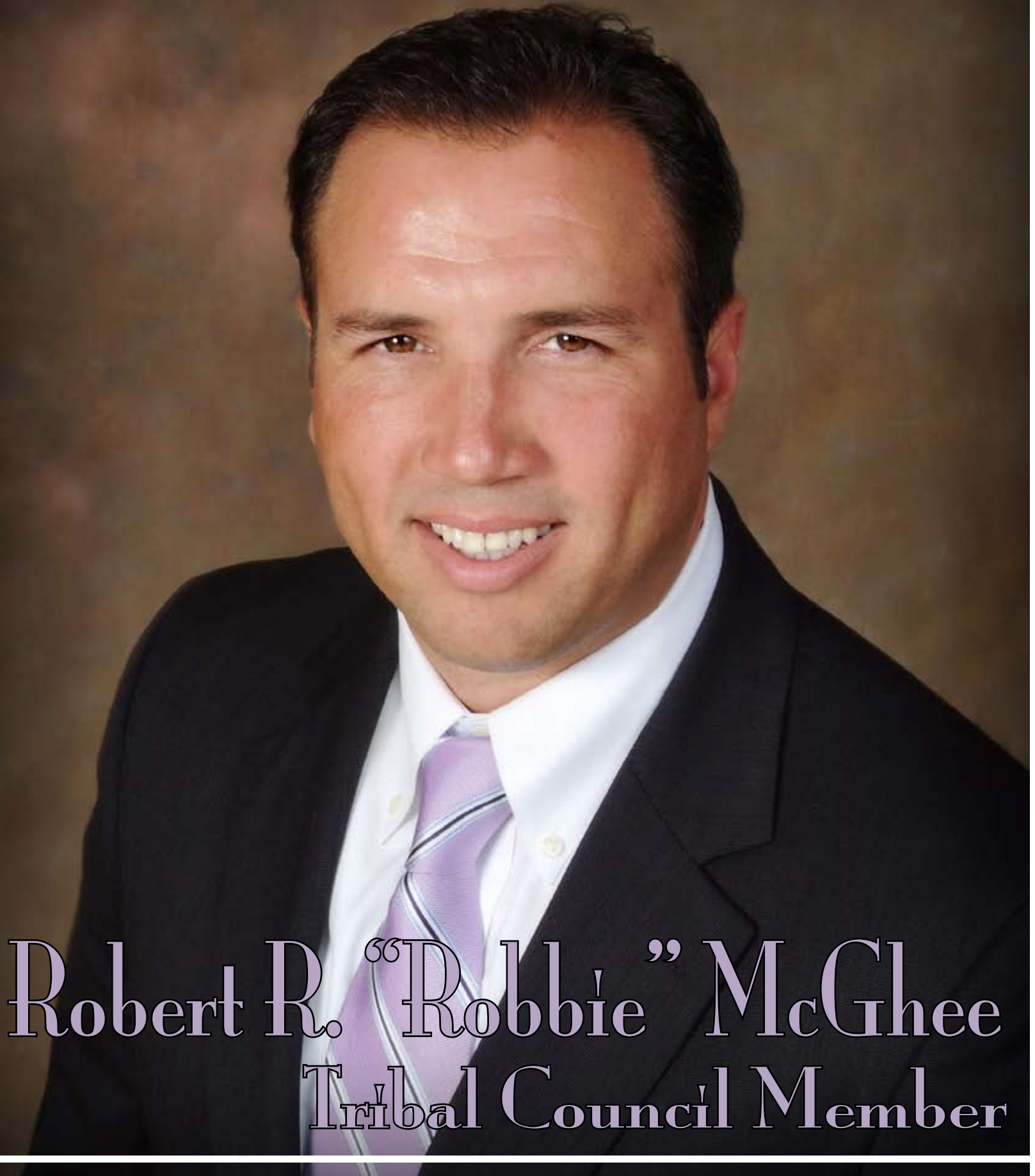
Keeping the Family and Friends of Poarch Informed

December 2008

www.poarchcreekindians-nsn.gov

VOLUME 25 • ISSUE 11

POARCH CREEK NEWS



Robert R. "Robbie" McGhee
Tribal Council Member

POARCH CREEK NEWS CONTENTS

- 3 Chairman's Corner**
- State of the Tribe**
- 4 A Blast from the Past**
- NCRS / New Dental Clinic Hours**
- 5 Youth Basketball League /**
- Domestic Violence Vigil**
- 6 Youth Basketball Application**
- 7 Education News**
- 8 Robert R. "Robbie" McGhee**
- 11 Education Department**
- 12 Birth Announcement/Birthday Wishes,**
- 13 Wedding Announcement /Notice to Recipients**
- 14 Ethics Corner**
- 15 Schedule of Events**
- 16 Utilities Authority**

STAFF

Poarch Creek News
www.poarchcreekindians-nsn.gov
TRIBAL COUNCIL

Buford L. Rolin, Tribal Chairman tlancaster@poarchcreekindians-nsn.gov	368-9136 x 2200
Stephanie Bryan, Vice Chair sbryan@pci-tgc.org	446-1140 x 4502
Arthur Mothershed, Treasurer amothershed@creekindianenterprises.org	368-0819
Daniel McGhee, Secretary dkmcghee@pci-tgc.org	368-1811
Garvis Sells, Council Member gsells@poarchcreekindians-nsn.gov	446-1140 x 4505
David Gehman, Council Member dgehman@poarchcreekindians-nsn.gov	446-1140 x 4503
Robert McGhee, Council Member rmcghee@poarchcreekindians-nsn.gov	368-9136 x 2204
Keith Martin, Council Member kmartin@poarchcreekindians-nsn.gov	446-1140 x 4505
Helen Hallman, Council Member kramer@poarchcreekindians-nsn.gov	446-1140 x 4501

TRIBAL ADMINISTRATION

Edie Jackson, Tribal Administrator ejackson@poarchcreekindians-nsn.gov	368-9136 x 2234
Gayle Johnson, Media Specialist gjohnson@poarchcreekindians-nsn.gov	368-9136 x 2210
Mandy Peebles, Tribal Administrative Events Coordinator mpeebles@poarchcreekindians-nsn.gov	368-9136 x 2205

PUBLICATION/PRINTING SERVICES

The Poarch Creek News is printed and published by Huskey Printing, a Tribal Member owned business. Huskey Printing is owned by Christy O'Barr Huskey.

Poarch Creek Indians
5811 Jack Springs Road
Atmore, AL 36502
(251) 368-9136 Main Office
(251) 368-4502 Tribal Administration Fax



Governor Bob Riley Visits Reservation

The first week of November 2008 was historic for the nation and the Tribe. On Tuesday, November 4, 2008 Barack Obama was elected President of the United States; he is the first African-American to be elected to this office. On Wednesday, November 5, 2008 Alabama Governor



Bob Riley visited the Reservation; this is his first trip to the Reservation during his six years in office. It is our hope that both of these events will bring about change in our nation, our state, and our Tribe.

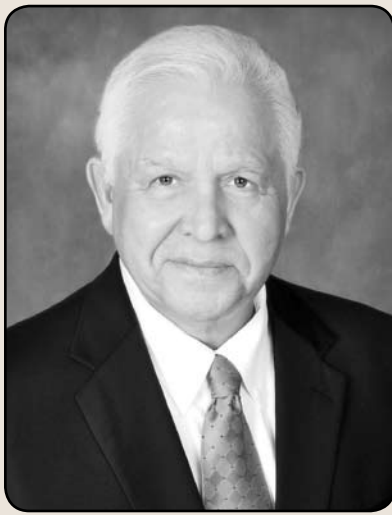
Governor Riley, along with former Congressman Sonny Calahan, met with the Tribal Council, visited the Health Clinic, and took a tour of the Reservation before returning to Montgomery. Congressman Calahan was instrumental in arranging this historic meeting between the Governor and the Tribal Council.

Governor Riley seemed unaware of some of the services offered to Tribal Members as well as the advancements the Tribe has made in relation to working with local communities. He was very impressed with the Tribe's demographics, management and scope of work as well as our health clinic and our education and housing programs. There were no political discussions and no promises were made. The Governor visited our Reservation in answer to a standing invitation from the Tribal Council. We feel the visit was a success. It is our hope that this is not the last time Governor Riley will visit the Reservation.

Deadlines for Tribal Newsletter

Remember, the *Poarch Creek News* is here to keep you, the Tribal Member, informed. It is very important to meet the established deadlines so that we can include the information in the newsletter. Articles are printed as submitted except for authorized editing. For your convenience, the deadlines for submissions are listed below:

Month of Publication	Deadline
January, 2009	December 1, 2008
February, 2009	January 2, 2009
March, 2009	February 2, 2009
April, 2009	March 2, 2009
May, 2009	April 1, 2009
June, 2009	May 1, 2009
July, 2009	June 1, 2009
August, 2009	July 1, 2009
September, 2009	August 1, 2009



Chairman's Corner December, 2008

November is in full swing and has shaped up to be another busy month. We started November with our 4th Annual State of the Tribe address. Attendance was good but I would encourage each of you to come next year to hear and participate in the information sharing that is crucial to each of you as Tribal members.

On the 5th of November we welcomed Governor Bob Riley for a visit and a tour of several of our departments. Though he was only here for a short period of time, I feel that we covered a lot of our accomplishments and successes with him.

I, along with some of our Tribal Council members, toured the Alabama Archives in Montgomery, AL. The archives are very interesting and well presented. This would be a great day trip for anyone to make and enjoy.

As the month went along I traveled to various meetings both nationally and locally on behalf of the Tribe. The TLDC (Tribal Leaders Diabetes Committee), of which I am the Chairman, held their meeting in Washington, DC. This funding is crucial and beneficial to our Health Department and I am proud to be a part of the committee.

In closing, by the time you read this article we will have celebrated our 38th Annual Thanksgiving Day Pow Wow. I hope that you were able to join us in this homecoming celebration renewing relationships and friendships one more time. As always I hope that you are blessed with continued safety and success.

2008 State of the Tribe

Over 100 Tribal Members gathered for the annual State of the Tribe Presentation on Saturday November 1, 2008 at 10:00 a.m. at the Wellness Center. After the invocation by Buford L. Rolin, Tribal Chairman, and opening comments by Vice-Chair Stephanie Bryan, presentations on the following were presented:

Constitutional Amendments,
by Venus McGhee Prince, Attorney General

Housing Legislative Committee Update, by Susan Wicker,
Housing Executive Director

Health and Land/Natural Resources Legislative
Committee Update, by David Gehman, Tribal Council
and Health Committee Chair

Education and Labor Legislative Committee Update, by
Daniel McGhee, Tribal Council Secretary and Committee
Chair and Misty Manac, TERO Director

Creek Indian Enterprises Development Authority and
Tribal Financial Report, by Arthur Mothershed, Tribal
Council Treasurer/CIE CFO

PCI Gaming, by Jay Dorris, CEO PCI Gaming, and Keith
Martin, Tribal Council/PCI Gaming Authority Chair

After the presentations, the floor opened for a question and answer session; members of the audience asked questions about the possibility of a mail order prescription service, Elder recognition and benefits, the possibility of a housing subdivision in Pensacola, Florida, and a school on the Reservation. The event concluded with lunch provided by the Senior Services Department. If you would like a copy of the information presented, please contact the Tribal Chairman's Office for assistance.



Blast From The Past

Volume IX, Number 1

January/February 1990



Amtrak's Inaugural Trip

All aboard! The inaugural trip of the Gulf Breeze Line was on October 27, 1989. The new Gulf Breeze Line passenger train travels from Mobile, Alabama with a final destination of Washington, DC. According to Amtrak officials, a crowd of 3,000 to 5,000 gathered to celebrate the big day. Dale Gehman and Nathan Martin, tribal members, had an opportunity to ride on the inaugural trip from Evergreen, Alabama to Atmore, Alabama. Other tribal council members present at the big celebration were: John Arthur McGhee, Luverne Pohronezny, and Buford Rolin, along with several of our senior citizens. ...

Note: We may see the return of Amtrak in the next couple of years. President Bush has authorized a feasibility study on the cost of bringing Amtrak back to the Gulf Coast. The Gulf Coast route was discontinued after Hurricane Katrina..

New Arrivals

Chason Blade Rolin
November 7, 1989

Courtney Shavon Morris
November 24, 1989

Dustin Ray Hall
December 5, 1989

Chelesa Meyers Threadgill
January 26, 1990

Brittany Miller Bryan
November 13, 1989

Patrick Shane Hamilton
November 24, 1989

Brittany Elaine Adams
December 12, 1989

Brandy Marie &
Brittany Michelle Gregson
January 11, 1990

Justin Aric Rolin
November 22, 1989

Sarah Anna Gehman
November 25, 1989

Sara Elizabeth Sawyer
December 14, 1989

Anthony Shane Sanchez
January 19, 1990

Christy Lynn Searcy
November 23, 1989

Bethany Elizabeth Crook
December 3, 1989

Robert Shane Hadley
December 17, 1989

Whitney Michelle Shumock
January 26, 1990

NRCS Announces Continuous Wildlife Habitat Incentive Program (WHIP) SIGN-UP

Press Release submitted by David Elliott

Auburn, Ala. October 29, 2008 – State Conservationist Gary Kobylski has announced a continuous sign-up for the Fiscal Year 2009 Wildlife Habitat Incentives Program (WHIP).

Land eligible for WHIP includes: Private agricultural land, Non-industrial private forest land, and

Tribal land. "Even though program rules are still being developed in Washington, we are urging local farmers and ranchers to apply as early as possible. By accepting WHIP applications now we can develop conservation plans and be well positioned to provide contracts to producers when the rules are disseminated," said Kobylski.

The WHIP program, administered by NRCS, provides both technical and financial assistance to individuals interested in establishing and improving wildlife habitat on private land. NRCS will work with participants to develop a wildlife habitat development plan which becomes the basis of the financial assistance agreement. Conservation minded landowners are encouraged to participate.

The first step for producers should be to contact David Elliott; NRCS Tribal, Liaison at 251-368-0826.

New Hours For Dental Clinic

***Monday-Tuesday - Thursday
7:30 a.m. - 5:30 p.m.***

***Wednesday
Closed***

***Friday
7:30 a.m. - 2:30 p.m.***

***Please keep this schedule in
mind when you call to make your
appointment.***

2009 Youth Basketball League

Sign up for Tribal Members and 1st Generation
January 5- 9, 2009 at 8:00 A.M.

Open to the Public on
January 12-16, 2009 until 5:00 P.M.

First Come/First Served

The age groups will be as follows:

5-7 year olds (COED)

8-10 year olds (Girls)

8-10 year olds (Boys)

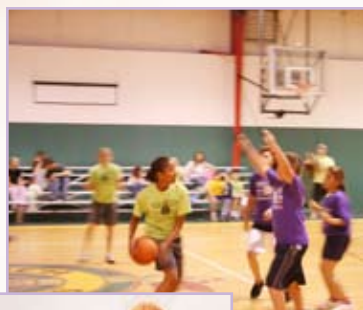
11-13 year olds (Girls)

11-13 year olds (Boys)

14-16 year olds (Girls)

14- 16 year olds (Boys)

A registration fee of \$10.00 has to be paid when turning in your application or the application will not be accepted by the Poarch Creek Indians Youth Basketball League. The application is on page 6 of this newsletter and must be filled out completely.



Family Services Department's Domestic Violence Vigil

The Poarch Creek Indians Family Services Department and Domestic Violence Task Force hosted its annual Domestic Violence on Friday, October 17, 2008. As part of this year's program a t-shirt design contest for kids was sponsored as well as a quilt block competition for ages 19 to 100. Haley Smith won first place in the t-shirt contest, with Heather Davis, Melea McGhee, and Tiffany Gokin coming in second, third, and fourth respectively. Martha Gokin won first place with her quilt block, with Catherine Sells placing second and third.

The staggering statistics relating to domestic violence were published in last month's issue, the numbers are increasing, not decreasing. Patty Vanderpool was the guest speaker and she encouraged those present to reach out to others and not ignore the warning signs. Domestic violence is a cancer that affects us all. We all know someone who is a victim, or who we suspect is a victim. It is easy to look the other way and think that someone else will help, that we don't need to get involved; but we must not be complacent, we must remain dedicated to stopping the violence.

Special guests to the vigil included Robert Thrower, Tribal Historic Preservation Officer, who led the group in a prayer prior to releasing balloons in honor of those affected by domestic violence, Buford L. Rolin, Tribal Chairman, Robert "Robbie" McGhee, Tribal Council Member, Chuck Johns, Tribal Prosecutor, Jerry Summers, Executive Director for Lighthouse, Joan Saulzmann ACADV Outreach, Martha Salter, Penelope House, Blaine Lukker, Favor House, and Frank and Margaret McClosky, Family Success Services.



Poarch Creek Indians Youth Basketball League

This application is for the following age groups: 5-7, 8-10, 11-13, and 14-16 years old. Applications will be taken from Tribal Members and 1st Generation on January 5, 2009 until January 9, 2009, starting at 8:00 A.M. Non Tribal Members applications will be taken on January 12, 2009 until January 16, 2009 by 5:00 P.M. Return all applications to the Wellness & Activities Center (Gym) no later than January 19, 2009. **A registration fee of \$10.00 must be paid when submitting your application . Applications without paid registration fees will not be accepted.** If you have any questions or concerns, feel free to contact Eddie Jackson or Mallory Martin at 251-368-9136 extension 2256 or 2246.

Relationship to Child:

****A copy of your child's insurance card is needed upon turning in their application, if not already on file.***

EDUCATION NEWS

College Horizons, 2009 & 2009 Graduate Horizons

College Horizons is a five-day crash course in preparing for college. The Graduate Horizons Program is a four-day crash course on issues facing Native American college students, master's students, or alumni which helps prepare them for graduate school. For more information visit the Tribal Website at www.poarchcreekindians-nsn.gov; for more information and an application for either program, visit www.collegehorizons.org.

Would You Be Interested In Joining A Mentoring Program?

The Education Department is considering starting a mentoring program to benefit our tribal youth and prepare them to be successful in the world of academics and business. For this program to work, we will need mentors and mentees who are willing to get involved. We will be accepting tribal youth ages 13-18 to participate in this program. Mentors must be at least 21 years of age and will be thoroughly screened before being matched with a young person.

At this time we are only soliciting interest from both groups. If you would be interested in helping to positively impact a child's life, or if you are a young person searching for someone to encourage and guide you, then this is the program for you. Please call or email Sandra Hiebert, Education Executive Director at 251-368-9136, extension 2020 or shiebert@poarchcreekindians-nsn.gov for more information or to put your name on our list.

Additional Education News and Information Posted On-Line

Be sure to visit the Tribe's website for additional news and information from the Education Department. You will find information on various topics such as:

Faulkner 2009 GED Testing Schedule

JDCC 2009 GED Testing Schedule

GED On-Line Plan (JDCC)

Steps to Follow to Help Make Applying for
Financial Aide and Scholarship Application
Successful
College Horizons 2009

The Tribe's website is
www.poarchcreekindians-nsn.gov.

4-H Club



The 4H Club will meet the second Monday of each month at 6:00 p.m. in the PCI Education Department.

Come learn by doing, practice leadership, make friends and participate in contests, field trips, camping, etc.



For more information contact Christyn Sells, Children's Services Coordinator/4H Leader at (251) 368-9136 x 2244 or via email at csells@poarchcreekindians-nsn.gov.



Casey Jackson shown with his maternal grandmother Mary Jane Tullis and paternal grandmother Mable Jackson.

Casey Jackson, son of Edie and Eddie Jackson, a seventh grade student at Ernest Ward Middle School was recently inducted into the National Junior Honor Society. Membership in the National Junior Honor Society is a privilege, not a right, and is based on the criteria of scholarship, character, service, citizenship, and leadership. Members must maintain a 3.0 grade point average (on a 4.0 scale) without a "D" or "F" in any specific course.; Members must participate in all service projects undertaken by the Chapter and must maintain high standards of citizenship and character.



Tribal Council Member Robert R. “Robbie” McGhee is the son of Bobby Lawrence McGhee and the late Doris Daughtry McGhee. During Robbie’s childhood his father actively served in the Marine Corps and was stationed throughout the country at bases in Hawaii, which is where Robbie was born, Cuba, Connecticut, Georgia, California and Alabama.

“Whenever Dad was stationed overseas or had to be away from home for a long period of time, Mom always brought us home to Poarch or the surrounding area. She did not like to be without a circle of support; she either wanted to be with her husband at our duty station, together as a family, or at home in Alabama with her family.” When asked about a favorite childhood memory, Robbie stated that he couldn’t pick just one, or even two, but most of his favorite memories involved



A mother’s pride & joy. Daniel, Doris and Robbie McGhee

traveling with his family across the country. “We got to spend a lot of time together as a family, as children and young adults my brother Daniel and I were able to observe first-hand, this country and its diversity everywhere we lived.”

When asked what he considered to be three major accomplishments of his life, Robbie simply stated “Getting my education, working in Washington DC, and being elected to the Tribal Council.” Robbie attended the University of South Alabama, where he earned a Bachelor’s Degree in Science. After earning his BS he came to work for the Tribe within the Tribal Court and Social Services Department. During his employment, he applied for another position with the Department, but due to the higher education of another applicant he was not chosen. This disappointment motivated him to pursue his Master’s Degree. He determined that he

would not be turned down again for a position because he did not meet the educational requirements. Georgia Griffey, Social Services Director at that time, encouraged Robbie to pursue his Master’s degree and bring self-sufficiency to the



Robbie with Dad and Mom

Tribe’s Social Services Program. At that time, the Tribe had to rely on the BIA Eastern Area office to provide services that required a Licensed Masters of Social Work (MSW). He began his journey by applying for the MSW Program at the University of Alabama, unable to get in the program due to class requirements he was offered the opportunity to attend the Bachelor’s in Social Work (BSW) program with the chance to transfer to the advanced (Master’s) program after completion of the BSW. During his tenure at Alabama, a professor, who had a history of working with Native Americans and Tribes in the northwest, suggested that Robbie check into the MSW program at Washington University in St. Louis, MO. During this time Washington University was ranked the leading school in the nation for the MSW Program. The program also had a competitive scholarship available for Native Americans. Robbie took his professor’s advice and applied for Admissions to Washington University and the Scholarship program in October of 1996. He graduated from the University of Alabama with his BSW in December of that year and began his MSW at Washington University the following January. “It all came together for me.” Robbie said, “I remember calling my Mom and telling her that I was accepted to the program and when I would be starting. It was an emotional conversation for both of us, not more than 16 months earlier I was working at the Tribe and living at



Daniel (Left) and Robbie (Right)

home. Now her son was moving to St. Louis, MO. which was the farthest away I had ever lived from my family, but she was proud and only wanted the best for her children.” During his last semester at Washington University, he applied for and was offered the position of Social Services Director. At the time, he was



Robbie and Daniel McGhee

months short of graduation and would not be able to assume the position until after graduation. "I had to make a choice; I was told that the Tribe needed to fill the position immediately. I was torn between completing my education or returning to the Tribe, which was the original

reason I sought the MSW. It was a very hard decision to make but I feel I made the best decision when I decided to stay and finish my education. Even though difficult, it was the decision that led me to Washington D.C. where I was able to address pressing issues affecting Native Americans at various levels of government."

After graduating from Washington University, Robbie had the opportunity to work with Bureau of Indian Affairs and the U.S. Senate Committee on Indian Affairs. While attending Washington University, Robbie had been encouraged by one of his instructors, Dr. Eddie Brown, who was a former Assistant Secretary of Indian Affairs, to experience Washington D.C. "Dr. Brown told me that before any Native American returns to their home reservation, they should work in Washington D.C. to gain knowledge and understand how the government and federal policy affects Native Americans on all levels. I am thankful that I followed his advice; while in Washington, I was able to use my earlier job experiences at the Tribe when working on regulations and policies that ultimately helped my people as well as Indian Country as a whole." Robbie also stated that being elected to the Tribal Council was also a major accomplishment for him. "I have always wanted to be part of the political body of the Tribe and the things I have achieved prior to that moment helped build my knowledge base, so that I could serve my people and Tribe in that capacity."

Robbie also believes he could not limit the recognition of the individuals who influenced his life to just one or two. "I would have to say it depended on the various stages in my life. I have to acknowledge the amazing influence that both of my parents had on me growing up. My mother was a wonderful, kindhearted, gentle, Christian who cared for everyone especially her family. We often say she was the glue that held our family together with God at the Center. She instilled those characteristics and values in both Daniel and I. Our father is an honest man with strong character. Both of them loved us unconditionally. They wanted us to do what made us happy.

I don't believe that there is a day that goes by that I am not thankful that I was blessed with such great parents." Another individual who also played an important part in Robbie's life, was the previously mentioned, Dr. Eddie Brown. It was through Dr. Brown's influence that he made decisions that were both difficult and life changing.

Robbie is proud to be a Poarch Creek Indian. Being Native American is his whole world; it is the center of where he comes from and he feels that if you don't know where you came from you will never know where you are going. Being part of this close knit community is a wonderful experience and he is proud to call Poarch home. To Robbie being Poarch Creek is special, "we are a proud people bound together by faith, culture, and history."

Robbie is currently serving his second term on the Tribal Council and states that he will continue to serve as long as the people feel he is best suited for such an honor. He says that he has always wanted to be involved in some capacity in Tribal politics and actually ran for Tribal Council for the first time



Bobby and Doris McGhee

when he was in his early twenties. Fortunately, he was not elected at that time because when he looks back he realizes there was another path he had to take before taking on such a huge responsibility. "I have spent my life up to this

point preparing myself with education and experience to serve my people, either here on Tribal Council or in Washington DC." He also believes that the issues faced by today's Tribal Council are the same as those faced by previous Tribal Councils, but that the degree of these problems have changed. "The Council has always had crucial decisions to make regarding these issues, but lacked the financial resources to help. Previous Tribal Councils had to struggle to address these issues due to limited resources."

What issue facing the Council is Robbie most passionate about? Again he could not limit his answer to just one thing, but three – education, healthcare and substance abuse. "It is my hope to see every Tribal Member pursue some sort of educational goal - knowledge truly is power. Not everyone wants to go to college, but there other educational programs such as technical colleges, specialized training programs, etc., that would be valuable to our Tribal Members. I want the children of this Tribe to be leaders at all levels and capacities of government. I want to see Tribal Members living long and

continued on the next page...



Brothers Robbie and Daniel McGhee

result of ever-improving health care. I want to see substance abuse eradicated not only here at home, but throughout Indian Country.” Being a part of the Tribal Council is rewarding and challenging. He strives to do what is best for the Tribe and strongly feels that he makes decisions based on all Tribal Members, not just a select few. He says that serving the community in this capacity is the most challenging position he

has every faced, but he strives to govern and serve his people and community with honesty and integrity. “I wish that every Tribal Member recognized the problems and challenges we as a community face and together we work to solve these problems and overcome the challenges so that we as a strong, united Tribal Nation will determine a new direction that will grow and strengthen our community.

Robbie currently serves on two Legislative Committees: Budget & Finance, which handles the budget and financial matters for the Tribe; and Governmental Affairs, which addresses the political affairs of the Tribe on the local, state and federal levels. He also serves as Secretary of Creek Indian Enterprises Development Authority.

What would Robbie be doing if he were not serving on the Tribal Council? Other than serving his people and/or Indian Country in some manner, he has no idea. Being Indian and Poarch Creek is how he defines himself. He has never thought of doing anything that would not be of service to his Tribe and stated “...to do anything else would be changing my entire life focus.” Where does he see the Tribe in ten years? “I hope that in ten years the Poarch Creek Indians are prominently recognized throughout Alabama and the Southeast due to the economic development opportunities we provide to the area and the contributions we make in terms of our history, traditions and cultures to

the State of Alabama. I see a generation of Tribal Members who can work in any capacity, in any field, and anywhere! I see us continuing to remain a close knit community, proud that we have survived and will continue to be a leader in the area. I foresee a growing generation of people who know and are proud of where they came from and know exactly where they are going. We are a Tribe that has survived over hundreds of years, because we have stood strong and supported each other. There will always be threats, inter-tribal disagreements but I am sure we will we will always find a way to resolve those and move forward. We have an ancestry that many Americans do not have; we are a special group of people.”



Nephews, Brice, Xan, Daughtry and Jameson McGhee

In closing Robbie would like to say “Thank you to my father, late mother, friends and family for without them I would not be the man I am today; thanks to my brother, who keeps me humble, my sister-in-law for being the glue, and my nephews and God-children who bring a smile to my face. You are my

foundation and support. I would also like to say thank you to all the Tribal Members who continue to support me, without your support I would not have the opportunity to live my dreams. As we come together this holiday season, I would like to remind everyone that we all have someone special looking over us and I know of one “Angel” in particular who is watching over this community and that brings me much comfort and solace. Merry Christmas and Happy New Year.



The McGhee Family. Robbie, Bobby, Doris and Daniel



An Introduction To The Education Department

The services provided by the Tribal Education Department are some of the most sought after services offered by the Tribe. Although the services and programs offered are well received and advertised, Sandra Hiebert, Executive Director of the Education Department, would like to update everyone regarding current programs, and give them a sneak peek at the programs they hope to offer in the near future.

In early 2009, the Education Department will kick off the Youth Leadership Program. "Although this program will complement the Tribal Youth Council, it is not the same program. It addresses leadership in different areas. I applaud Alex (Alvarez) for the job he has done with the Tribal Youth Council and we don't want to take anything away from his program. This new program will not address culture and tradition as the Tribal Youth Council does, it will help prepare our youth for leadership in a different way, focusing on preparing students for college and the job market, debating current affairs, utilizing technology, and many other issues facing today's youth." The meshing of the old and the new should benefit any young person interested in participating in both of these programs.

The Education Department is also looking at implementing a Mentoring Program which will partner teenagers with caring adult mentors. According to Sandra, the main focus will be to help the young person gain a better understanding of themselves and to help them develop a plan for their future. "Our goal will be to help them realize that no one is bound to their past, and with the overwhelming opportunities available to today's Tribal members, the only limit is the one they create in their mind. We hope a mentoring program can help to expand their horizons." The Department has recently begun a Tribal 4-H Club to begin building leaders at a young age. The department has great hopes for the 4-H program. There are currently about 30 children attending these monthly meetings, and staff, volunteers and young people will man the 4-H booth at this year's Pow Wow. There will be numerous activities to include local and district competitions, so all children are encouraged to get involved.

Preliminary plans are also underway to offer art classes sometime after the holidays. These classes will be available to youth, adults, and senior citizens.

The Tribal library has grown a great deal over the last year and Sandra encourages all Tribal Members to stop by and visit the library and see the new and exciting additions. Leasha Martin, Library Clerk, will be glad to help you with any research materials or information you may need. There are books in the library on Creek history, crafting, beading, etc. and also general reading materials, including a variety of magazines and newspapers.

Although the department is offering new and exciting programs, let's not forget about the "old" ones that have proven to be very beneficial for Tribal Members. The GED Program is now offered almost year round. Julie McDonald is the GED Instructor

and has an average of 8 to 10 students per session. Shelia Fisher coordinates the Tuition Assistance and Student Loan Programs (don't forget as a Tribal member you have \$30,000.00 for college or vocational programs, or student loan repayment if you have already graduated!); Christyn Sells coordinates education programs for the children such as After School Tutoring, 4-H and the Homework

Club. Margaret Baggett is the Administrative Assistant for the Fred L. McGhee Early Learning Center, and Billie McGhee always has plenty of information about education financial aid and scholarships, and she is available to help tutor students grades 7-12 by appointment.

Other Education staff includes Magan Slate, Administrative Assistant, Tawana Parham, Title VII Indian Aid for Escambia County Middle and Escambia County High School, Amy Johns, Title VII Indian Aid for Huxford Elementary School, a WIA participant (vacant at

this time), and After School teachers Jennifer Lucas and Cassie O'Brien.



Education staff l-r Christyn Sells, Jessica Hall, Magan Slate, Sandra Hiebert, Tawana Parham, Shelia Stallworth, and Leasha Martin. Not shown are Billie McGhee, Jennifer Lucas, Cassie O'Brien, and Margaret Baggett



In closing, if you have a question or concern about education, the Tribal Education Department will be able to assist you. Feel free to call or stop by anytime.



BIRTHDAY ANNOUNCEMENT



Abigail Lynn Stephens

John and Tonia Stephens welcome their new bundle of joy, Abigail Lynn Stephens. Abigail was born on October 10, 2008 at North Baldwin Hospital in Bay Minette, AL. Her birth weight was 7 lbs. 15 ozs. and she was 19 inches long.

She is welcomed home by her parents and big brother Thomas and big sister Tonya Elizabeth. The proud grandparents are Janice Daughtry and Nicholas Pineda of North Carolina and Brenda and John Stephens of Poarch.

BIRTHDAY WISHES

Ethan Bowen



Ethan Bowen, son of Andrea and Gareth Bowen, celebrated his 2nd birthday on May 19, 2008 with friends and family at a local park, followed by a trip to the Alabama coast for lots of fun in the water and a stop at the Poarch Reservation to visit family. Ethan is the grandson of Tommy and Tina McGhee of Gates, TN, Nigel and Joyce Bowen of Lakeland, TN, and Val Bowen of Bristol, England.

He is the great grandson of the late Hurly and Nelda McGhee and Ken and Betty Summers of Sikeston, MO.

Alex Bowen



Alex Bowen, son of Andrea and Gareth Bowen, celebrated his 1st birthday on August 29, 2008 by going to his Granddads house and playing soccer, followed by a birthday party the next night with lots of yummy chocolate cake and lots of presents. Alex is the grandson of Tommy and Tina McGhee of Gates, TN, Nigel and Joyce Bowen of Lakeland, TN, and Val Bowen of Bristol, England. He is the great grandson of the late Hurly and Nelda McGhee and Ken and Betty Summers of Sikeston, MO.

Gabby Williams



We wish Gabby Williams a belated Happy Birthday on September 8, 2008. We love you Mama & Trevor

Connie Vickery



Connie Vickery celebrated her birthday on October 29, 2008. Happy belated birthday to Connie from her friends and co-workers! The lady who loves to take pictures finally had one taken of her!

Audrey Coushatta Rose Lee Jay



Audrey Jay, daughter of Teresa and Roger Jay, celebrated her 9th birthday on November 3, 2008. Audrey is the granddaughter of Rose McGhee and Billy Ivy, and the late great-granddaughter of Otis and Clara Gray McGhee and Ann and Timothy Jay. She is also the great-granddaughter of the late Lawrence and Mamie McGhee.

Ashton Jay



Ashton Jay, daughter of Teresa and Roger Jay, celebrated her 13th birthday on November 9, 2008. Ashton is the granddaughter of Rose McGhee and Billy Ivy, and the late great-granddaughter of Otis and Clara Gray McGhee and Ann and Timothy Jay. She is also the great-granddaughter of the late Lawrence and Mamie McGhee.

Bryson Ivey



Bryson Ivey, son of James Ivey and Jessica Bible, celebrated his first birthday on November 28, 2008. Bryson is the grandson of Rose McGhee and Billy Ivy, and the late great-grandson daughter of Otis and Clara Gray McGhee and Ann and Timothy Jay. She is also the great-granddaughter of the late Lawrence and Mamie McGhee.



Peyton Findley

Happy 13th Birthday on Nov. 30th to Peyton Findley from her family (Mom, Dad, Sister (Paige))



Deldon Roy McGhee

Deldon Roy McGhee celebrated his 46th birthday on November 27, 2008. Del's family and friends wish him a belated happy birthday.

Hayden Weaver

Hayden Weaver, son of Jeffrey and Jackie Weaver, will turn 6 on December 26, 2008. Happy Birthday Hayden.

Johnny McGhee

Johnnie McGhee will celebrate his 59th birthday on December 30, 2008. Johnny's family and friends wish him a happy birthday.

Ashton and Brantlie Thomas

Ashton Thomas celebrated a Hanna Montana theme for her 8th. Birthday on July 19, 2008 at her home with family and friends. Brantlie Thomas celebrated her 5th. Birthday at her home with family and friends with a BRATZ Girls theme on September 26, 2008.



Blaize Thomas

Blaize Thomas celebrated his 2nd. Birthday on November 9, 2008, at Tom Byrne Park in Atmore with family and friends with a Scooby Doo theme.

Preston McGhee

Preston "Pete" McGhee will celebrate his 53rd birthday on December 17, 2008. Pete's family and friends wish him a happy birthday.

WEDDING ANNOUNCEMENTS

Tim Coleman and Suzanna Lambeth were married on September 15, 2008. The Health Department hosted their reception in the Tribal Council Chambers immediately after the ceremony. The couple's children, Danelle Coleman and Dakota, Nicholas, Tyler, and Laci Lambeth were in attendance along with family, friends, and co-workers. After their honeymoon the couple and their children will live in Perdido, AL. Congratulations Mr. and Mrs. Coleman!



WEDDING ANNIVERSARY

Congratulations to Jeffrey and Jackie Weaver on their Anniversary, December 2, 2008

'08 Haunted Forest



ETHICS CORNER

By Carrie Martin, Chairperson

Greetings from the Ethics Board. We hope each and every one of you had a wonderful Thanksgiving and was able to share it with your loved ones. As we go into the Christmas season, we encourage everyone to keep the true meaning of Christmas in your hearts.

A couple of months ago, I wrote an article regarding Abuse of Authority with a scenario about Penny Little. At the end of the story, I asked you to decide if Penny had abused her authority or not. I hope there was some discussion about Penny in your family circles and everyone came to the conclusion that Penny indeed had abused her authority. For this article, I would like to elaborate more on this subject.

In any organization, whether it is large or small, there is always a chain of command and it is necessary to have a chain of command, in order for your organization to run smoothly. For those of you who are not familiar with the phrase "chain of command" let me explain.

CHAIN OF COMMAND IS THE ORDER OF MANAGEMENT POSITIONS IN ORDER OF AUTHORITY. IT IS THE WAY IN WHICH ORDERS ARE PASSED DOWN THROUGH THE BUSINESS AND THE WAY ACCOUNTABILITY FLOWS UPWARD.

Let's look at the word business for a moment. In our tribal organization we have:

1. Tribal Government and the top staff official is Edie Jackson and she reports to the Tribal Council
2. Creek Indian Enterprises and the top staff official is Tim Martin who reports to a Board of Directors who in turn reports to the Tribal Council.
3. PCI Gaming and the top official is Jay Dorris who also reports to a Board of Directors who in turn also reports to the Tribal Council.

PCI Gaming is the largest since it has the most employees; however Creek Indian Enterprises is complex in that it has many different businesses that are under it. To mention a few:

1. Muskogee Metal Works
2. Best Western and Creek Family Restaurant
3. Perdido River Farms

Tim Martin is the top staff official of Creek Indian Enterprises, but it is eventually impossible for him to effectively run each and everyone of these businesses, so what has been done?

In each business a chain of command has been established with a manager, assistant manager, supervisors, team leaders, workers. As you see, I have listed a chain of command. If one of the workers has a problem, they go to their team leader

and if the team leader is unable to correct the problem he takes it to the supervisor and so on until it reaches the manager if needed. If the managers have a problem then they contact the next person on the chain of command, until it could eventually reach Mr. Martin's office.

By following the chain of command, no one in a level of authority is left out of the decision making process and is fully aware of what is going on. In order to have an effective organization, you must keep everyone informed. Problems cannot be fixed if only certain people are made aware of the situation.

Now, I am sure you are asking yourself what does this have to do with Penny Little.

Well, Penny is a board member. Where does her authority in the chain of command lie?

To begin with, it would depend on which board Penny served on. We have many boards within our organization, but are they all authority decision making boards? NO. Penny may feel that since she is a "Board Member" of any kind she has the authority to by pass the chain of command. You will remember in the article; Penny became upset because the person in housekeeping did not immediately respond to her request. Penny went directly to the manager on duty. In the chain of command there would have been a few people who needed to be contacted before the manger was involved.

Penny is a board member. Whether she is on an authority decision making board or not, her chain of command is not part of the overall structure of the day to day operations within the business. Each board that is established does have certain responsibilities and duties. Depending on the service of your board, would depend on how much, if any authority you had. The most important board is one that is referred to as the "Board of Directors" and their responsibilities can include:

1. Determining the Businesses Mission and Purpose
2. Ensure Effective Organizational Planning
3. Ensure Adequate Resources
4. Manage Resources Effectively
5. Determine and Monitor the Businesses Programs and Services
6. Enhance the Businesses Public Image

Since board members are not directly involved in the day to day operations of a business, then you would not expect them to try and micromanage the business. When board members try to handle problems within the business without notifying the appropriate individuals (chain of command) then it can create other problems. Put yourself in this situation. If you were a manger and one of the individuals under your authority had done something wrong and you were never notified of

the incident and only found out about it when the President approached you about the problem, how would you feel?

Even worse, put yourself in the shoes of the employee who is getting called into the President's office for something he had done, when the employee was not even aware there was a problem, since his immediate supervisor had been left out of the problem solving aspect. It is expected that all employees perform their jobs satisfactory and know if there is a problem who they should report the problem to. When an employee is being micromanaged by several different individuals it can create an environment in which the employee is not happy and thus leads to further problems.

Chain of Command is an essential tool in any effective ran organization. It creates lines of communication between workers and management when problems arise. The employee knows without a doubt who they need to speak with and it keeps the lines of communication open within the organization.

You may obtain copies of the Ethic Code from the legal department, tribal court, or the chairman's office. All advisory opinions and complaints should be sent to Chuck Johns, Ethic Officer at the Tribal Government Office, 5811 Jack Springs Rd, Atmore, AL 36502.

Notice To All Recipients of Poarch Creek News

Due to new requirements of the US Postal Services, and the large number of returned newsletters we request that all recipients of the newsletter contact us with updated address information. If you are a Tribal Member you must update your address and other census information with the Tribal Member Benefits Department at (251) 368-9136 ext 2501 or 1-877-276-2724. If you are not a Tribal Member please contact Gayle Johnson at (251) 368-9136 ext 2210 or via email at gjohnson@poarchcreekindians-nsn.gov to update your address.

If your information is correct, you do not have to contact anyone. If your newsletter is returned to the Tribal Offices, further issues will not be forwarded until we have your updated address information.

Muskogee Metalworks Board Vacancy

The Tribal Council is currently accepting applications for one vacancy on the Muskogee Metalworks Board.

Applications are available from the Chairman's office and online at www.poarchcreekindians-nsn.gov. Applications will be accepted from 8:00 am Monday, December 1, 2008 through 5:00 p.m. Tuesday, December 30, 2008

Schedule of Events

DECEMBER, 2008

Monday, December 1, 2008

Deadline to submit information
for January Newsletter

First Day to submit applications for
Muskogee Metal Works Board Vacancy

Tuesday, December 2, 2008

Tribal Council Meeting
4:00 p.m.

Wednesday, December 3, 2008

Housing Authority Meeting
1:00 p.m.

Friday, December 5, 2008

Poarch Christmas Parade begins at 5:00 p.m.
Parade Route is reversed this year and will
Start at the Gym

Friday, December 12, 2008

12:00 p.m. - Tribal Offices Closed

Tuesday, December 16, 2008

Tribal Council Meeting
4:00 p.m.

Wednesday, December 17, 2008

Housing Authority Meeting
1:00 p.m.

Friday, December 19, 2008

Athlete of the Year Nomination Deadline

Saturday, December 20, 2008

Tribal Angel Food Distribution
FSD Building

December 24 & 25, 2008

Christmas Holidays
Tribal Administrative Offices Closed

December 30, 2008

Last day to submit applications for Muskogee Metal
Works Board Vacancy

Thursday, January 1, 2009

New Year's Day Holiday
Tribal Administrative Offices Closed

Utilities Authority, providing Vital Water and Waste Water Services to our Community

Although the primary goal of the Poarch Creek Indians Utilities Authority is to provide vital water and waste water services to our community while protecting the environment, health, and prosperity of the Tribe, the Authority is also responsible for the planning, development, production, transmission, and distribution of all electricity, gas, telecommunications, cable television, and other utilities-related services for the Tribe. The Utilities Authority is committed to meeting the present and future water and waste water needs of their customers and community. In addition, great pride is taken by the Authority in responding to customer's concerns and inquiries in an efficient, polite, and professional manner. The Utilities Authority currently provides water service to approximately 140 accounts and sewer service to approximately 170 accounts including Tribal residents, Tribal Administrative buildings, Creek Entertainment Center, Creek Smoke Shop and Fuel Station, community residents, Tribal Entities and other businesses.

The Utilities Authority is, or has been, working on the following projects to provide services to Tribal Members and our local community:

West Side Tank & Well - Constructed water treatment facility to put existing 200,000 gallon tank in service, the Tribe's first operational water supply system on July 9, 2008.

Sewer Extension from Tullis Manor to Bell Creek - Extended sewer main from Tullis Manor lift station to Bell Creek adding two new customers.

Best Western Lift Station - Performed rehabilitation and reconstruction to wet well located at Best Western Motel.

Perdido River Farms - Installed 26,440 foot water line and connected to water system.

Sports Complex - Relocated sewer line from lift station to sewer main.

PCI Smokeshop - Installed 2 inch meter and 6 inch fire hydrant and connected facility to water system.

12" Water Main Along New County Road 14 - Under contract with Flintco, installed water main as part of the relocation of CR14

12" Water Line & Force Main Under I-65 - Under contract with Brunson-Nichols, bored under I-65 to cross Interstate with water & sewer mains.

New Lift Station & Force Main East of I-65 - Under contract with Martin Construction to install WindCreek lift station and connection to bore stub-out, anticipated completion is December 2008.

Force Main West of I-65 to Waste Water Treatment Facility - Under contract with Martin Construction to install force main down Poarch Road to Waste Water Treatment Facility, anticipated completion is December 2008.

New Well & Water Treatment Facility - Installation and construction of new well, treatment facility, and 1 million gallon elevated storage tank to supply water to WindCreek and any new Tribal development at Exit 57.

Well and Treatment facility under contract to Griner Drilling; tank under contract to CBI, anticipated completion of tank is January 2009, anticipated completion of well in March 2009.

New Waste Water Treatment Facility - Construction of a new SBR plant designed to initially treat 500,000 gallons a day. Design is complete and bid package is being put together with anticipated completion is April 2009.

Utilities Authority Rules & Regulations - Implement water & sewer rules and regulations to include, but not limited to, cross-connection policy, flushing procedures, standard operating procedures, minimum design standards, emergency response plans, etc. Anticipated completion and implementation is January 2009.

Anticipated 2009 Projects - Installation of 12" water main to connect West and East well; water and sewer at Building 700 (building to be constructed); and water main extension to Exit 54.



Utilities staff l-r Bill Holmes, Dempsey Rolin, Josh Thomas, Jamie Ramer, and Byron Mosley. Not shown is Shaun Livermore.



Ashley Lowe, Secretary

Utilities Authority Board Members

Josh Martin, Chairman

Eddie L. Tullis, Vice Chairman

Lonnie Rackard, Secretary/Treasurer

Brenda Faircloth, Board Member

Charles "Bo" Bray, Board Member

Ron Marshall, Board Member

Stephanie Bryan, Council Representative

Utilities Authority Staff

Josh Thomas, Executive Director

Ashley Lowe, Secretary

Bill Holmes, Chief Operator

Shawn Livermore, Utilities Operator

Jamie Ramer, Maintenance Coordinator

Byron Mosley, Utilities Assistant

Dempsey Rolin, Utilities Assistant



Poarch Creek Indians
5811 Jack Springs Road
Atmore, AL 36502

CHANGE SERVICE REQUESTED

PRSRT STD
US Postage Paid
Permit No. 113
Atmore, AL